

**RESOLUTION OF THE BOARD OF DIRECTORS OF
THE UNIVERSITY OF WISCONSIN HOSPITALS AND CLINICS AUTHORITY**

APPROVAL OF CODE OF ETHICS ON CONFLICTS OF INTEREST

Whereas, Wisconsin statute §19.45(11)(d) states "The board of directors of the University of Wisconsin Hospitals and Clinics Authority shall establish a code of ethics for employees of the authority who are not state public officials"; and,

Whereas, the *UWHC Code of Ethics on Conflicts of Interest* ("COI Code") was reapproved by the Board in February 2014; and,

Whereas, Section 1.025(2)(b) of the COI Code requires that "all non-represented employees" of UWHC submit by April 30 of each year a report of specified outside activities; and,

Whereas, over the past year the UWHC labor force has changed significantly in that now, for the first time, all employees are non-represented; and,

Whereas, this change would require, under the technical language of Section 1.025(2)(b) of the COI Code, all employees of the UWHC to submit a report of outside activities; and,

Whereas, the intent of Section 1.025(2)(b) was not to require all employees to submit a report of outside activities, but rather only those in a position to influence purchasing and operational decisions.

Now, therefore, the UWHCA Board resolves that UWHCA management suspends this reporting requirement for a period of 12 months during which management will prepare and the Board will review/accept revisions to the COI Code. Via a separate and uninterrupted process, UWHCA would continue with an annual requirement that UWHCA Directors, Vice Presidents and select Purchasing staff report outside activities and income.

May 6, 2015

Code of Ethics on Conflicts of Interest

As adopted by the UWHCA Board of Directors on May 7, 2008 and reapproved February 2014 in satisfaction of §19.45(11)(d), Wis.Stat.

1.01. DECLARATION OF POLICY

Pursuant to sec. 19.45(11)(d), Wisconsin Statutes, the Board of Directors of the University of Wisconsin Hospitals and Clinics Authority hereby adopts the following code of ethics for its employees.

1. Every employee of the Hospital Authority at the time of appointment makes a personal commitment to honesty and integrity. Such a commitment is essential for the Hospital Authority to perform its proper function in our society and to ensure continued confidence of the people of this state in the Hospital Authority and its personnel. It is a violation of this commitment for any employee to seek financial gain for themselves, their immediate families or organizations with which they are associated through activities that conflict with the interests of the Hospital Authority.
2. The Board, as a matter of policy, recognizes that:
 - a. Employees have personal and economic interests in the decisions and policies of national, state and local government.
 - b. Employees retain their rights as citizens to interests of a personal and economic nature.
 - c. The code of ethics must distinguish between those minor and inconsequential conflicts that are unavoidable in a free society and those conflicts which are substantial and material.
3. In adopting the standards of conduct set forth in this chapter, it is the Board's purpose to prohibit only those activities which will result in conflict between the personal interests of employees and the employee's public responsibilities to the Hospital Authority. It is not the Board's purpose to prohibit an employee from freely pursuing teaching, research, professional and public service activities which will not result in conflict, nor to prohibit an employee from accepting any compensation, fees, honoraria or reimbursement of expenses which may be offered in connection therewith.